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CENTER SCENE

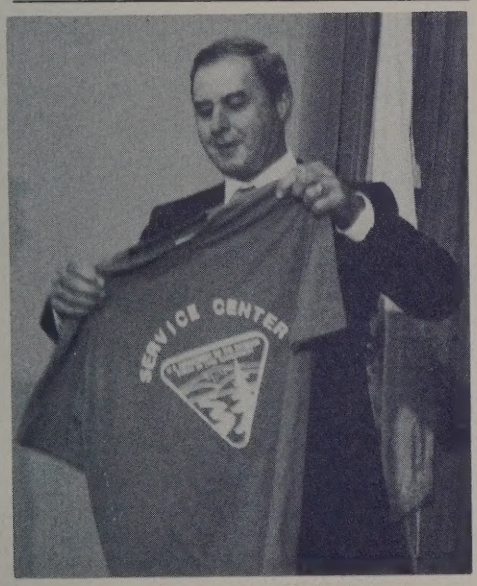
The Bureau of Land Management Service Center Newsletter *September 1990*

QUESTIONS AND ANSWERS

One question around the Service Center has been, "Which will get done first, the reroofing or the roles and structures study?" The answer came on Monday, August 20, 1990, when an all-employees meeting was held to announce the findings and decisions of the study. The meeting answered some questions for SC employees, but also provoked new ones.

Who Will Be the New Service Center Director? Deputy Director Dean Stepanek was on hand to end the suspense and announce the new SCD. Marv LeNoue, Montana State Director, has accepted the offer and will report here in about a month. LeNoue was introduced and presented with an SC t-shirt by Acting SCD Kemp Conn.

Stepanek expressed appreciation and admiration to Conn for the job he has done as interim SCD. Conn has been asked to stay on at the SC for awhile to ease LeNoue's transition.



I have been associated with the Service Center on and off since 1968... I feel I have a pretty good understanding of the roles and functions and what this organization can be... I welcome the opportunity.
—Marv LeNoue

Why Was the Roles and Structures Study Done? The study was done as a result of the "Impacts of Modernization and Automation on the BLM" report. Stepanek explained that last year's GME provided additional information, and it became clear that BLM needed to look more closely at how automation, information resources management, and modernization (or AIM) were being handled in the Washington Office and the Service Center. It was hoped that a study such as this would clarify guidance, policy, and accountability issues related to AIM.

Why is AIM So Important? "Though we seem preoccupied with AIM, it doesn't mean we are not concerned with other programs", said Stepanik, "We will not divorce the automation aspect from our traditional programs."

According to Stepanek, AIM is worth the priority we have given it. If we don't move ahead with AIM, we will not be very effective in the future. However, we need to manage the technology and the workforce for AIM. This has caused us to look at whether or not we are structured to get the job done.

What Are the Decisions from the Study? Ron Hofman, head of the study team, presented the decisions from the study.

Washington Office decisions are:

1. Traditional programs will adopt new AIM functions and AIM Teams will be established to support each AD.
2. Establish four levels of approval and review boards for project management.
3. Establish a new IRM Division reporting to AD-700 that is responsible for IRM policy and standards, as well as for tactical planning, analysis, Project Support, LIS Coordination, Mapping Sciences, Data Administration, and Records Administration.
4. Return the Modernization effort to a project that reports to the SCD. Scope of the project will be hardware, administration rehost, and ALMRS, with each having separate leads. The Deputy Director will be the Project Sponsor. In addition, the New Mexico Pilot will be rechartered.
5. The Bureau Management Team will be responsible for guiding development of long-range interdisciplinary plans and related strategic IRM planning.

Service Center decisions are:

1. Restructure the Resources organization as a Division. All traditional programs including Resources will have responsibility for a range of AIM functions.

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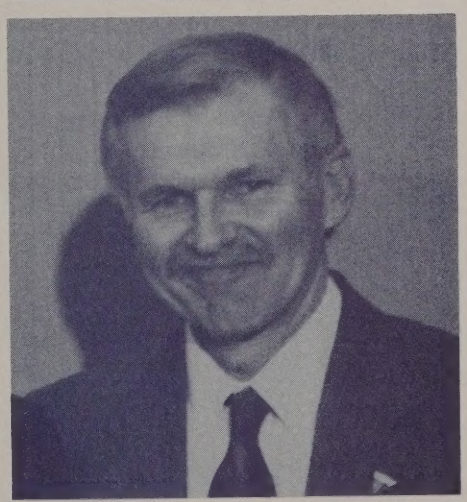


I think Marv's precisely what we need here to manage this operation — he's got the background, experience, heart and soul, and the welfare of the Denver Service Center at heart.
— Dean Stepanek

FOOD, FEDS, AND FUN

On August 3, 1990, employees and their families gathered in Lakewood Park for the annual Service Center picnic. A record 500 tickets were sold for the event, which was sponsored by the SC Social Organization, the NFFE Local 1945, and the SC Management Team.

Lunch consisted of barbecued chicken and ribs, coleslaw, baked beans, and watermelon. There was even some cake in honor of Acting Service Center Director Kemp Conn's birthday.

The children enjoyed getting their faces painted and being entertained by a juggler. There was a policeman on hand as well, who answered their questions and showed them his car. In addition, there were contests for all age groups, including three-legged, dog, and crab races. First-, second-, and third-place winners received ribbons, and everyone won a prize for participating.

For the adults, softball was the main activity. The ongoing softball battle between Building 40 and Building 50 teams continued as each team fought for the winners' trophy. The trophy was of special significance because it was named for a Service Center employee, Mako Hideshima, who was killed in the crash of Continental flight 1713 in 1987. Hideshima was a baseball lover, and his wife was on hand to present the trophy to Building 40's team after a "close" game.

Geno Rask, Diane Reitz, and Sharon Erickson of Finance, enjoy the picnic festivities.

The SC Social Organization would like to thank those who made special contributions for the picnic. Special thanks to Greg Guest (son of Barb Guest, SC-342) for making posters for the event, to the Union for donating t-shirts and money for prizes, and to the Management Team for donating money for prizes and

PAY EQUITY

Although women have entered the labor force in large numbers over the past several decades, the wage gap between men and women remains persistent. According to the latest Bureau of Labor Statistics estimate, women can, on the average, expect to earn approximately seventy cents for every dollar earned by men (this figure is considerably lower for minority women).

Much research on this phenomenon has concluded that a portion of the wage gap is attributed to sex-based wage discrimination. A 1981 study by the National Academy of Sciences found that the more a job is dominated by women, the less it pays.

Although women comprise nearly half of all workers in the General Schedule classification system, approximately 70 percent occupy GS-1 through GS-8 positions. The average annual salaries of men and women employed by the Federal Government further illustrate the disparity.

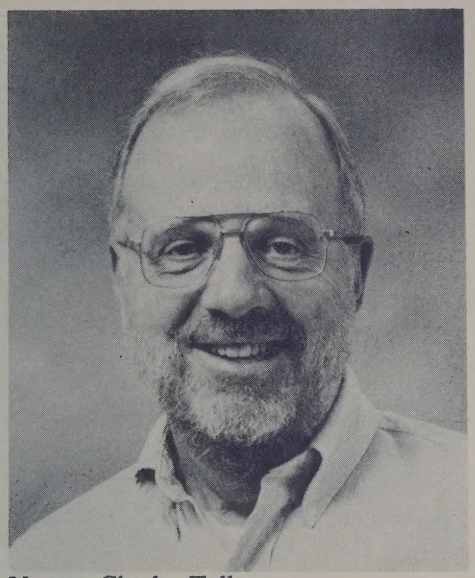
Pay equity, or comparable worth, is a way to distinguish legitimate differences in wages from differences that are due to race or sex discrimination. Pay equity assures that work of comparable value, that is, work requiring the same skill level, effort, responsibility and working conditions, is compensated equally.

In the past years, Federally Employed Women (FEW) has supported legislation that would study the Federal pay and classification systems for sex- and race-based wage discrimination. During the 100th Congress, the House and Senate both voted in favor the study, but the bill was withdrawn prior to adjournment. The General Accounting Office has subsequently agreed to conduct this study which is expected to be completed some time in 1991.

	White-CollarOccupations		Blue-Collar Occupations	
	Men	Women	Men	Women
White	$ 37,309	$ 24,947	$ 26,757	$ 21,770
Black	28,232	22,320	22,901	18,692
Hispanic	30,212	22,051	23,827	19,987
Asian	35,408	25,739	28,338	20,134
American Indian	27,628	20,695	25,486	21,962

* These statistics were released by OPM in 9/89 and represent the total civilian workforce in worldwide Executive Branch agencies.

MANAGER'S PROFILE



Name: Charles Tulloss

Division/Staff: SC-670, Division of Technical Services

Job responsibilities: Division Chief

Proudest job accomplishment in past year: Being selected as director of several special projects. I really enjoy the excitement and focus of projects.

Proudest personal accomplishment: Nothing earth-shaking. Probably the most satisfaction comes from still being able to get out of the bottom of the Grand Canyon and up peaks and high passes despite being an old duffer.

Personal thoughts/philosophies: Be respectful and patient with others. Be dependable and trustworthy.

Person/event that has had the greatest impact on your life and why: Ed Hastey - chose me to direct the Sohio EIS project in Los Angeles, to be the Wilderness Inventory Coordinator for the Mojave Desert, and to be the Associate DM at Bakersfield. His confidence in me helped me to effectively do those jobs, as well as provided a base for me to become better known in the BLM.

Personal strong points: Persistent and patient in working with people.

As a child, what you wanted to be when you grew up: I wanted the opportunity to live in a big city and have a white collar job instead of farming.

Favorite pastime(s): Lots of hiking in the mountains of Colorado plus annual trips to the Grand Canyon. Also interested in athletics, especially CU style.

Favorite book: This year, anything by Tony Hillerman - I have read 10 so far.

Favorite TV show: MacNeil/Lehrer Newshour.

Favorite quote: "When you get fancy, you get beat."

NEW WAYS TO COUNT OLD BEANS

It has been said that change is the essence of our time, and still another change is imminent for the Bureau effective October 1, 1990, with the conversion of our current Financial Management System (FMS) to the new and substantially different Federal Financial System (FFS).

In the spirit of service, the Division of Finance goal is to achieve a timely and accurate conversion and to minimize impacts on other BLM offices to the greatest extent possible. The fiscal year 1990 closing coupled with the FFS conversion will be an all-consuming task for the Division.

The diversity of BLM programs and their related accounting requirements and management information needs can put any automated financial management system to the true test, including FFS. Programs have been developed to interface seven different existing BLM systems to FFS. These include payroll (PAY/PERS), the Grazing Automated Billing System (GABS), the Automated Lease Management System (ALMS), the Motor Vehicle System, Fire Stores, Working Capital Fund Stores, and Uniforms.

Another major task has been the development of conversion strategies and conversion programs. Conversion is the transfer of data from one system to another. In other words, all the data from FMS has to be moved over to FFS so that we begin the new year with accurate and complete carryover balances, fund and project availability, payroll data, obligations, accounts payable, accounts receivable, etc. Not only does the FMS general ledger have to be converted, but also all records existing in FMS at year-end. This latter part of the conversion entails the automated processing of an FFS document for each record that exists in FMS.

The FFS system has been adapted to the Bureau's needs to the extent possible. This has been accomplished through system enhancements, the interfaces discussed above, and in some cases innovative manipulation. A controlled test has been conducted to test transactions, document processors, and operation of the system, and a limited parallel test is currently underway. In addition, some of you may have noticed the computer set-up in the ALMRS conference room. This room is currently the home of FFS training for Finance Division personnel.

When the prerequisites to actual operations on FFS are complete, the Bureau will be counting its same old "beans" in brand new ways.

PERSONNEL NEWS

New Employees:

Stephanie Fenton, Summer Aid, SC-320

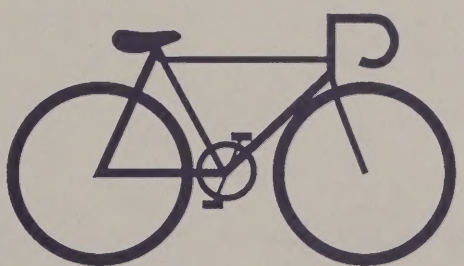
Jeffrey Groman, Student Trainee (Comp. Prg.), SC-340

Separations:

Denise Medina, Student Trainee (Library Aid), SC-320

Donna Gastineau, Computer Assistant, SC-320

Beverly Hawkins, Summer Aid, SC-340



Congratulations to the winners of the Bike-To-Work Day Awards:

Bill Williams (SC-325B)
for having the oldest bike
Peter Doran (SC-140)
for riding the farthest

(Questions and Answers continued)

2. Establish a Division of Project Management, which will include core personnel in the Branch of Data and Records, the Branch of Project Support, and the IV and V standards group. SIP, GCDB, and Interim will be restructured as projects and will report to this Division.
3. The Division of Systems Engineering will become the Division of Systems Operation and Maintenance. Developmental work above a certain threshold will be performed by the Project Management Division.
4. Mapping Sciences will be left as is, but will begin to transition as much operations work to the field as possible and increase emphasis on AIM aspects.
5. Data and Records will be included in the Project Management Division.
6. There will be an SCD and one Associate SCD.
7. All SC budget functions will be performed by the Program, Budget, and Evaluation Staff (SC-130).

Where Do We Go From Here? The implementation strategy is currently being worked on by the Hofman team. Functional statements are scheduled to be done in late September. Workload, skill, and position placement analyses are to be completed in January 1991. All actions are scheduled to be completed by July 1991.

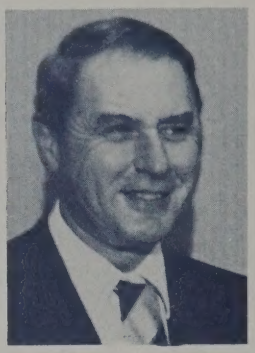
What Will the Impacts Be? "I do not pretend to understand the impacts of these changes," said Stepanek. "The last thing you want to do with an organization is reorganize it, but we had to make changes to move forward. I'm really upbeat about where we're going. We are back on a project track and I look forward to managing this process from here on out."

CASU Notice

Beginning September 1, 1990, the CASU Wellness Center will open membership (at slightly higher fees) to include Federal employees at downtown CASU agencies, Federal employees at non-CASU agencies, and retirees, in that sequence. Call 238-6164 for enrollment information, tours, and sign-up.

PORTRAIT OF MARVIN LENOUE

The following information was supplied by Public Affairs in the Montana State Office. Quotes were taken from an article written by Nancy Jimmerson Felke.



Marvin LeNoue has been with the Bureau of Land Management since 1962 when he came on board as the first range conservationist assigned to the Missoula, Montana district. This was the first of many changes within BLM to be linked to his name. LeNoue refers to himself as "an agent of change," with his primary commitment being to make a positive difference in the Bureau.

Through the years, LeNoue has held many positions in many states. He left Montana in 1966 to go to the Wyoming State Office as a Staff Realty Specialist. In 1968, he went to the California State Office as a Natural Resource Specialist/ Program Analyst. From there, he went to the Roswell, New Mexico district as Chief, Division of Resources. He missed his goal of becoming a District Manager by only 2 weeks, when in 1976, he became District Manager in Lakeview, Oregon.

LeNoue's first Washington Office assignment came in 1976, when he went there as Information Systems Coordinator/Division Chief. In 1979, he went back to New Mexico, but this time to the State Office, as Chief, Division of Resources. He returned to Washington in 1983 as Chief, Branch of Wilderness Resources.

The Service Center is not unfamiliar to LeNoue. He has been associated with the SC on and off since 1968 when he was working on the California Management Study. He was also detailed here in 1984 as Project Manager for ALMRS before going to Montana as Associate State Director.

In 1980, LeNoue was selected for the Department of the Interior's Meritorious Service Award for his support of women and minorities in the workforce, his work on the California Management Study, which resulted in the revision of the Bureau's budget processing system, and his early involvement in information systems.

LeNoue thrives on variety and has had plenty of it while working for BLM. According to him, "The Bureau has been basically a new organization to work for every year that I've been in it." He attributes much of his success to his extensive knowledge of the Bureau's 37 programs, and says, "Throughout my career, I've tried to know enough about the other disciplines outside of the one I was responsible for to at least be conversant." He admits he is a "grandfather" of Bureau programs and says, "I thoroughly enjoy working with BLM, and I'll never be ashamed to say I worked for the Bureau."

FURLOUGHS

There has been little progress on fiscal year 91 budget deficit negotiations between the President and Congress. Most likely, these negotiations will go down to the wire, and it is possible that no agreement will be reached.

If the Gramm-Rudman-Hollings law goes into effect, the 1991 budget could be reduced or sequestered by as much as 32 percent. If this happens, BLM will take steps to reduce expenditures by cutting travel, contract, and field work expenditures, as well as by putting a freeze on new hires. However, because the reduction is so high, BLM may be required to institute a furlough plan.

All employees will be receiving a standard furlough notice as required by OPM regulations and Departmental procedures. If furloughs become necessary, they will be for a maximum 20 hours per pay period from October 1, 1990, to February 9, 1991.

According to BLM Director Cy Jamison, "The President is strongly committed to reaching an acceptable agreement with Congress on the budget. I know he does not want to see our accomplishments drastically reduced or our workforce impacted to the extent that Gramm-Rudman-Hollings would require."